

**STATE OF NEW JERSEY  
PUBLIC EMPLOYMENT RELATIONS COMMISSION**

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	>
City of Hackensack,	>
Public Employer,	>
	>
-and-	>
<b>Teamsters Local 560,</b>	> DOCKET NO. RO-2003-20
Petitioner,	>
	>
-and-	>
Local 911, IUPCPE,	>
Intervenor.	>
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**CERTIFICATION OF REPRESENTATIVE**

An election was conducted in this matter in accordance with the New Jersey Employer-Employee Relations Act, as amended, and the rules of the Public Employment Relations Commission. A majority of the voting employees selected an exclusive majority representative for collective negotiations. No valid timely objections were filed to the election.

Accordingly, **IT IS HEREBY CERTIFIED** that

**Teamsters Local 560**

has been selected by a majority of the employees of the above-named Public Employer, in the unit described below, as their representative for the purposes of collective negotiations, and that pursuant to the New Jersey Employer-Employee Relations Act, as amended, the representative is the exclusive representative of all the employees in such unit for the purposes of collective negotiations with respect to terms and conditions of employment. Pursuant to the Act, the representative is responsible for representing the interests of all unit employees without discrimination and without regard to employee organization membership. The representative and the above-named Public Employer shall meet at reasonable times and negotiate in good faith with respect to grievances and terms and conditions of employment. When an agreement is reached it shall be embodied in writing and signed by the parties. Written policies setting forth grievance procedures shall be negotiated and shall be included in any agreement.

**UNIT:** Included: All regularly employed full time blue collar employees employed by the City of Hackensack in its Department of Public Works.

Excluded: Managerial executives, confidential employees, and supervisors within the meaning of the Act; craft, professional, police, casual and all other employees employed by the City of Hackensack.

**DATED:** November 6, 2002  
Trenton, New Jersey

/s/Stuart Reichman  
Director of Representation